United Nations A/63/686

General Assembly

Distr.: General
20 January 2009

Original: English

Sixty-third session
Agenda item 144 (a)
Financing of the United Nations peacekeeping forces in the Middle East: United Nations Disengagement Observer Force

Budget for the United Nations Disengagement Observer Force for the period from 1 July 2009 to 30 June 2010

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Disengagement Observer Force (UNDOF) for the period from 1 July 2009 to 30 June 2010, which amounts to $45,369,600.

The budget provides for the deployment of 1,047 military contingent personnel as well as 48 international and 108 national staff.

The total resource requirements for UNDOF for the financial period from 1 July 2009 to 30 June 2010 have been linked to the mission's objective through a number of results-based-budgeting frameworks, organized according to the operations and support components. The human resources of the mission, in terms of the number of personnel, have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the mission as a whole.

The explanations of variances in resource levels, both human and financial resources, have been linked, where applicable, to specific outputs planned by the mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures (2007/08)*	*Apportionment (2008/09)*	*Cost estimates (2009/10)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	20 616.4	21 279.5	21 489.0	209.5	1.0
Civilian personnel	8 528.2	9 334.0	10 297.8	963.8	10.3
Operational costs	13 035.1	15 112.5	13 582.8	(1 529.7)	(10.1)
Gross requirements	**42 179.7**	**45 726.0**	**45 369.6**	**(356.4)**	**(0.8)**
Staff assessment income	1 189.6	1 247.7	1 348.8	101.1	8.1
Net requirements	**40 990.1**	**44 478.3**	**44 020.8**	**(457.5)**	**(1.0)**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**42 179.7**	**45 726.0**	**45 369.6**	**(356.4)**	**(0.8)**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*	*Temporary position*	*United Nations Volunteers*	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Executive direction and management											
Approved 2008/09	—	—	—	—	4	—	—	—	—	—	4
Proposed 2009/10	—	—	—	—	7	—	—	—	—	—	7
Components											
Operations											
Approved 2008/09	—	1 047	—	—	—	—	—	—	—	—	1 047
Proposed 2009/10	—	1 047	—	—	—	—	—	—	—	—	1 047
Support											
Approved 2008/09	—	—	—	—	41	108	—	—	—	—	149
Proposed 2009/10	—	—	—	—	41	108	—	—	—	—	149
Total											
Approved 2008/09	—	1 047	—	—	45	108	—	—	—	—	1 200
Proposed 2009/10	—	1 047	—	—	48	108	—	—	—	—	1 203
Net change	—	—	—	—	**3**	—	—	—	—	—	3

[a] Represents highest level of authorized/proposed strength.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the United Nations Disengagement Observer Force (UNDOF) was established by the Security Council in its resolution 350 (1974). The most recent extension of the mandate was authorized by the Council in its resolution 1848 (2008), by which the Council renewed the mandate of the Force for a period of six months, until 30 June 2009.

2. The Force is mandated to help the Security Council achieve an overall objective, namely, to maintain international peace and security.

3. Within this overall objective, UNDOF will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. The frameworks are organized according to operations and support components, which are derived from the mandate of the Force.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Force, and the indicators of achievement measure progress towards such accomplishments during the budget period. The human resources of the Force in terms of the number of personnel have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Force as a whole.

5. Variances in the number of personnel, compared to the 2008/09 budget, have been explained under the respective components.

6. The Force maintains the area of separation and monitors areas of limitation as agreed in the May 1974 agreement on disengagement. The area of separation is approximately 80 km in length from north to south; it varies in width from 12.5 km along the crest of Mount Hermon in the north to less than 400 metres along the Syrian Arab Republic-Jordan border in the south. UNDOF is deployed within and close to the area of separation, with two base camps, 21 permanently staffed positions and eight outposts, which are staffed only on order as the operational situation requires. The Force is assisted by Observer Group Golan, part of the United Nations Truce Supervision Organization (UNTSO), which staffs 11 observation posts along the area of separation.

7. The Force headquarters is located at Camp Faouar, the main logistics base is located at Camp Ziouani and a representational office is maintained in Damascus. On each side of the area of separation are areas of limitation, each including three zones. The first zone of each area of limitation extends to 10 km from each side of the area of separation, the second extends another 10 km from the first zone and the third extends another five km from the second zone. Under UNDOF operational control, the Observer Group Golan members inspect all parts of the areas of limitation every two weeks to ascertain that the agreed limitations in armaments and forces are being observed by the parties.

B. Planning assumptions and mission support initiatives

8. During the budget period, UNDOF will continue to implement its mandate in the area of separation and areas of limitation, increase mobile and static observation and monitoring activities, and expand night operations on a 24 hours a day, 7 days a week basis in the area of separation. The increased static operations will require further adjustment of the current posture of troop deployment by the establishment of one additional platoon position, which would further reduce reaction time and ensure effective surveillance of the area of separation.

9. The mission's support component will continue to provide the required logistical, administrative and security support to the military contingent personnel and substantive staff in the implementation of the UNDOF mandate. The expansion of night patrols would require the provision of additional night vision observation equipment. The mission would also undertake the engineering design and construction of the new platoon position, and will continue to maintain its enhanced geographic information capabilities aimed at improving the quality and accuracy of maps provided to the military personnel.

10. The proposed civilian staffing establishment of the mission of 156 personnel, comprising 48 international and 108 national staff, represents an increase by three additional posts (1 P-4 and 2 Field Service, including 1 at the Principal level).

11. As detailed in the justifications of human resources in the results-based-budgeting frameworks section of the present report, the staffing increase is attributable to the proposed establishment of a civil affairs capacity in the Office of the Force Commander (1 Civil Affairs Officer at the P-4 level and 1 Administrative Assistant (Field Service)) and to the restructuring of the Mission Support Division through the establishment of a supply section headed by a Chief Supply Officer (Field Service (Principal level), new post) and redeployment of eight posts (1 Field Service and 7 national General Service) from the General Services Section to the supply section.

12. In addition, in order to consolidate security functions under the authority of the Force Commander, who is a designated official, the proposed staffing establishment reflects the redeployment of one Security Officer post at the P-3 level from the Office of the Chief of Mission Support to the Office of the Force Commander.

13. Pursuant to General Assembly resolution 63/250, the proposed 2009/10 budget reflects the conversion to the Field Service category of six General Service posts approved for the 2008/09 period.

14. The proposed budget for the Force for 2009/10 reflects a 0.8 per cent decrease in resource requirements attributable primarily to lower requirements under the facilities and infrastructure and ground transportation classes of expenditure owing to the projected decline in the price of diesel fuel, as well as a reduction in requirements for construction services as provisions for security enhancement projects were made in the 2008/09 period and the projects are expected to be completed during that period.

15. In the 2009/10 financial period, UNDOF will seek management improvements and efficiency gains through (a) the centralization of vehicle workshops in Camp Faouar through the closure of a workshop in the representational office in Damascus combined with increased reliance on local service contracts, resulting in reduced

requirements for maintenance services, (b) regular conduct of speed checks and driving awareness programmes, resulting in reduced accidents and lower usage of replacement parts together with greater reliance on local contracts to supply spare parts, thereby reducing vehicle spare parts requirements, and (c) establishment of a dedicated fuel management unit to ensure effective and efficient control over the receipt and distribution of fuel, resulting in reduced fuel consumption in 2009/10 (see para. 37 below).

C. Regional mission cooperation

16. During the budget period, UNDOF will continue close cooperation with other missions in the region. The mission plans to hold periodic joint meetings with UNTSO, the United Nations Interim Force in Lebanon (UNIFIL) and the United Nations Force in Cyprus (UNFICYP) to review coordination and discuss developing issues that have an impact on the regional operations. In addition, the three peacekeeping operations will continue to share, on a regular basis, daily and weekly situation reports and periodic analytical assessments of issues which have an impact on their operations. The regional Conduct and Discipline Office located in UNIFIL will continue to serve all three regional missions.

17. UNDOF will also continue to provide appropriate support for UNTSO observers operating under its operational control, as well as for the UNTSO liaison office in Damascus. At the same time, the Force will continue to rely on the shared support from UNIFIL for some of its logistics requirements. UNDOF, UNIFIL and UNFICYP will undertake joint training programmes in the area of geographic information systems mapping and participate in a biannual Middle East inter-mission conference at UNFICYP.

18. UNDOF will continue to work with the International Committee of the Red Cross to facilitate the transfer of civilians from the A side to the B side as and when necessary, and participate in the United Nations country team in the Syrian Arab Republic. With the establishment of a civil affairs capacity in the Office of the Force Commander of UNDOF, it is envisaged that there would be more coordination efforts with the United Nations Development Programme (UNDP) and the United Nations Children's Fund (UNICEF) in providing mine awareness programmes to the local population settled within the area of separation. UNDOF will also share security information within the region with the United Nations agencies.

D. Results-based-budgeting frameworks

Executive direction and management

19. Overall mission direction and management are to be provided by the Office of the Force Commander.

Table 1
Human resources: executive direction and management

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*[a]	*General Service*[a]	*Security Service*	**Subtotal**	*National staff*	*United Nations Volunteers*	**Total**
Office of the Force Commander											
Approved 2008/09	1	—	1	1	—	1	—	4	—	—	4
Proposed 2009/10	1	—	2	2	2	—	—	7	—	—	7
Net change	—	—	**1**	**1**	**2**	**(1)**	—	**3**	—	—	**3**

[a] Pursuant to General Assembly resolution 63/250, reflects conversion of approved General Service post to the Field Service category.

International staff: increase of 3 posts

20. In view of the population growth and multiple construction developments in the areas of separation and limitation, the expansion of agricultural and cattle grazing areas, and an overall increase in civilian activities, it is proposed to establish a civil affairs capacity in the mission in order to liaise directly with the civilian authorities and engage with the local communities to inform and explain the UNDOF mandate and activities so as to complement the regular liaison the Force maintains with the military and security authorities in the areas of separation and limitation.

21. In this connection, it is proposed to establish a post of Civil Affairs Officer at the P-4 level in the Office of the Force Commander. The incumbent will provide a civilian interface between the Force and the local population in the area of operation. He or she will focus on and facilitate UNDOF mandate implementation at the community level through regular liaison with the local authorities, including on local development and civilian initiatives in the area of separation, explaining the Force's role and responsibilities to community representatives and troubleshooting potential concerns between local communities and UNDOF personnel.

22. Furthermore, the incumbent will identify issues, propose solutions, defuse problems and provide advice on actions, policy and operational issues related to UNDOF activities in the area of separation, interact with the local civilian population. He or she will also facilitate development and conduct appropriate training programmes to upgrade and strengthen UNDOF military interaction with the local community.

23. UNDOF will explore with other United Nations agencies the development of potential projects in joint mine/unexploded ordnance awareness to ensure the safety and security of local residents programme, thereby addressing concerns of the population. Such programmes are necessary and timely in light of population growth and increased traffic and travel in the area and, consequently, increased risks of road accidents and mine incidents. The incumbent will be the primary link between United Nations agencies and UNDOF for civilian safety and other development programmes.

24. The Civil Affairs Officer will be supported by an Administrative Assistant at the Field Service level. The incumbent of the proposed Field Service post will organize meetings with local community representatives located inside the area of separation, both the Alfa and Bravo sides, draft minutes of meetings and routine correspondence, type a variety of material, such as correspondence, reports and papers, monitor the implementation of action points related to weekly management meetings as well as independently provide terminology and reference assistance with respect to translation in the Arabic language during interaction with the local civilian population. The incumbent will also maintain data pertaining to civilian projects located inside the area of separation and perform the full range of office support and administrative and clerical functions, respond to or draft responses to routine correspondence and other communications, proofread correspondence in both draft and final form, compile monthly and annual work-related productivity statistics, and undertake the preparation of other statistical reports.

25. In order to consolidate the security functions under the authority of the Force Commander, it is proposed to redeploy a Security Officer post at the P-3 level from the Office of the Chief of Mission Support to the Office of the Force Commander.

Component 1: operations

26. As detailed in the frameworks below, the Force will continue to exercise responsibility for the maintenance of the ceasefire in the area of separation by means of fixed positions and patrols to ascertain that military forces of either party do not breach the area of separation. In order to ensure effective mandate implementation, UNDOF will further enhance its monitoring and observation activities, and will expand night operations. The Force will also expand local-level liaison and civilian interaction in the area of separation to increase understanding and awareness of its mandate. The Office of the Force Commander will continue to liaise with the parties in order to help maintain stability in its area of operations. UNDOF will continue to provide periodic secure escorts for the passage of persons across the area of separation conducted by the International Committee of the Red Cross (ICRC) for humanitarian purposes and will clear mines and unexploded ordnance in the area of separation to ensure the safety of its patrol routes.

Expected accomplishments	*Indicators of achievement*
1.1 The parties act in accordance with and comply with the disengagement agreement	1.1.1 Maintenance of the separation of forces and areas of limitation

Outputs

- Weekly high-level meetings with the Syrian authorities; meetings with local Syrian officials, as needed
- Weekly high-level meetings with the Israel Defense Forces command to improve high-level cooperation
- Biweekly meetings with the Israel Defense Forces liaison staff
- Weekly meetings with civilian authorities in the area of separation to address UNDOF mandate implementation and coordinate activities on identification and deterrence of incidents near the western boundary of the area of separation (Alpha Line)
- Regular liaison with the local government authorities regarding civilian settlement developments

- Biweekly meetings with local residents in the areas of separation/limitation to increase awareness of the UNDOF mandate
- 51,100 special task/mobile patrol days, comprising 20,440 special task person-days (28 troops x 2 platoons x 365 days) conducted by the Force headquarters company and 30,660 mobile patrol days (3 troops x 28 patrols x 365 days) on armoured personnel carriers, performing mobile operations, patrols, temporary checkpoints and security tasks, such as convoy security, and provision of support to other United Nations agencies
- 24,090 patrols, consisting of 20,075 day and 4,015 night patrols
- 18,250 troop-manned observation post and position person-days (2 troops x 25 observation posts and positions x 365 days)
- 6,570 ready (rapid) reaction patrol person-days (2 troops x 9 patrol teams x 365 days)
- 32,850 ready (rapid) reaction group person-days (10 troops x 9 groups x 365 days)
- 730 special fact-finding team person-days (2 troops x 1 team x 365 days)
- Biweekly inspections of the areas of limitation
- Protests of all violations of the disengagement agreement
- 2 reports of the Secretary-General to the Security Council
- Immediate communications with the parties during crisis situations
- Provision of 50 periodic secure escorts for passage, supervised by ICRC, of persons across the area of separation for humanitarian purposes

Expected accomplishments	*Indicators of achievement*
1.2 Reduced threat of mines in the area of separation	1.2.1 No persons killed or injured by mines and unexploded ordnance (2007/08: no casualties; 2008/09: no casualties; 2009/10: no casualties)

Outputs

- Clearance of mines and unexploded ordnance in the area of separation and continuous checking and clearance of patrol paths, as required for operational safety
- Advice to the UNICEF mine awareness project, as requested

External factors

The parties to the disengagement agreement will continue to cooperate

Table 2
Human resources: component 1, operations

Category	*Total*
Military contingents	
Approved 2008/09	1 047
Proposed 2009/10	1 047
Net change	—

Component 2: support

27. During the budget period, the mission's support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Force's mandate through the delivery of related outputs and the introduction of service improvements, as well as the realization of efficiency gains. Support will be provided to the authorized strength of 1,047 military contingent personnel and to the substantive civilian staffing establishment of the mission. The range of support will comprise all support services, including the implementation of conduct and discipline and HIV/AIDS programmes, personnel administration, health care, maintenance and construction of a new platoon position, information technology and communications, surface transport operations, monitoring and control over supply and re-supply of rations, fuel and general supply items, and the provision of security services mission-wide.

Expected accomplishments	*Indicators of achievement*
2.1 Effective and efficient logistical, administrative and security support to the mission	2.1.1 Reduction in overall fuel consumption by 6 per cent
	2.1.2 Reduction in the number of vehicle accidents with damage of more than $500 (2007/08: 9; 2008/09: 8; 2009/10: 6)
	2.1.3 Increase in the value of assets disposed of compared to the value of assets written off (2007/08: 84 per cent; 2008/09: 90 per cent; 2009/10: 93 per cent)

Outputs

Service improvements

- Establishment of a dedicated fuel management unit to enhance monitoring and control of the supply of 3.5 million litres of petrol, oil and lubricants with respect to 73 generators and 373 vehicles
- Implementation of an improved sales/disposal process in respect of written-off assets, including spare parts, by completing planned sale of accumulated items
- Conduct of a road safety awareness campaign to promote safe driving

Military, police and civilian personnel

- Emplacement, rotation and repatriation of an average of 1,047 military contingent personnel

- Supply and storage of rations at 2 camps and 21 positions for an average strength of 1,047 military contingent personnel
- Verification, monitoring and inspection of contingent-owned equipment in respect of an average of 1,047 military contingent personnel
- Administration of an average of 48 international and 108 national staff
- Implementation of a conduct and discipline programme for all military and civilian personnel, including training, prevention and monitoring, and recommendations for remedial action where misconduct has occurred

Facilities and infrastructure

- Maintenance and repair of facilities in Camp Faouar, Camp Ziouani and the representational office in Damascus as well as military police detachment "C", 21 positions and 8 outposts in the area of separation
- Maintenance of 14 water wells and filtration systems
- Operation and maintenance of 73 generators in 28 locations
- Repair and maintenance of 8 km of roads
- Provision of approximately 3,000 geographic information system administrative, operational and thematic maps to support policy decisions and situational awareness as well as for operational purposes

Ground transportation

- Operation and maintenance of 373 vehicles, including 24 United Nations-owned armoured personnel carriers

Communications

- Support and maintenance of 9 private automatic branch exchanges, 1,100 telephone extensions, 2 satellite Earth stations, 565 2-way radios, 380 handy-talkies, 22 repeater stations and 33 microwave links

Information technology

- Support and maintenance of a wide area network, 42 servers, 410 desktop computers, 55 laptop computers, 129 printers and 38 digital senders in 26 locations

Medical

- Operation and maintenance of three level-I medical centres (including dental care) for personnel of UNDOF and UNTSO and the local civilian population in emergency cases
- Operation and maintenance of voluntary confidential HIV counselling and testing facilities for all personnel
- HIV sensitization programme for all mission personnel, including peer education

Security

- Provision of security services, including threat assessment and risk management for Camp Faouar, Camp Ziouani, the representational office in Damascus, military police detachment "C" in the area of separation and 21 positions

- Conduct of 1,756 hours of training, encompassing procedures relating to security, nuclear, chemical and biological protection, shelter alarms and camp protection, induction security and primary fire training/drills for 1,203 mission personnel
- Investigation of security incidents and provision of advice to mission personnel and their dependants and to the personnel of 9 United Nations agencies

External factors

Vendors/contractors/suppliers will be able to deliver goods and services as contracted

Table 3
Human resources: component 2, support

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*[a]	*General Service*[a]	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Mission Support Division											
Office of the Chief of Mission Support											
Approved posts 2008/09	—	1	2	4	9	4	—	**20**	53	—	**73**
Proposed posts 2009/10	—	1	2	3	12	—	—	**18**	46	—	**64**
Net change	—	—	—	**(1)**	**3**	**(4)**	—	**(2)**	**(7)**	—	**(9)**
Integrated Support Services											
Approved posts 2008/09	—	—	2	—	18	1	—	**21**	55	—	**76**
Proposed posts 2009/10	—	—	2	—	21	—	—	**23**	62	—	**85**
Net change	—	—	—	—	**3**	**(1)**	—	**2**	**7**	—	**9**
Total											
Approved posts 2008/09	—	1	4	4	27	5	—	**41**	108	—	**149**
Proposed posts 2009/10	—	1	4	3	33	—	—	**41**	108	—	**149**
Net change				**(1)**	**6**	**(5)**					—

[a] Pursuant to General Assembly resolution 63/250, reflects conversion of approved General Service posts to the Field Service category.

Mission Support Division

International staff: increase by one post (Field Service (Principal level)) offset by the redeployment of one post (P-3) to the Office of the Force Commander

28. The proposed staffing establishment of the Mission Support Division reflects the establishment of a new post (Field Service (Principal level)) to accommodate the functions of a Chief Supply Officer in the proposed new supply section and the redeployment of one post (P-3) of Security Officer from the Office of the Chief of Mission Support to the Office of the Force Commander, as well as the redeployment of eight posts (1 Field Service and 7 national General Service staff) from the General Services Section to the supply section.

Office of the Chief of Mission Support

International staff: decrease of 1 post

29. In order to consolidate the security functions under the authority of the Force Commander, who is a designated official, it is proposed to redeploy a Security Officer post at the P-3 level from the Office of the Chief of Mission Support to the Office of the Force Commander.

General Services Section

International staff: decrease by 1 post (Field Service)

National staff: decrease by 7 posts

30. Upon review of the general services and supply functions in the Mission Support Division, it is proposed to redeploy from the General Services Section to the proposed new supply section one Field Service post (General Supply Supervisor) and seven national General Service posts, the incumbents of which are responsible for the management of general supplies and warehousing.

31. The General Services Section will continue to be responsible for the claims and property survey activities, property management and inventory control, contingent-owned equipment/memorandums of understanding management, shipping, receiving and inspection, assets disposal, facilities and camp management services, registry, electronic archiving, mail and pouch, and document reproduction services. The Chief of the Section (Field Service) would report to the Chief of Mission Support.

Integrated Support Services

Supply Section

International staff: establishment of 1 post (Field Service (Principal level)) and redeployment from the General Services Section of one Field Service post

National staff: redeployment of 7 posts from the General Services Section

32. In the context of the proposed restructuring and reorganization of the general services and supply functions in the Mission Support Division and in order to provide for the effective and efficient provision of goods and supplies in support of mission activities, it is proposed to establish in the Division of Administration a supply section headed by a Chief Supply Officer (Field Service (Principal level)) who will report to the Chief of Integrated Support Services.

33. The section will comprise three units, namely, general supply and warehousing; fuel management; and rations management. Supply activities in UNDOF include fuel and rations management, control of expendable and non-expendable assets, including office furniture and stationery, medicines and medical equipment, sanitation and cleaning material, accoutrements, conference equipment, field defence and observation equipment, and management of the operation of five warehousing facilities. As supply activities of the mission account for non-expendable assets totalling $4.5 million, the supply section will be the largest cost centre, accounting for 32 per cent of the mission's total operational budget. The existing arrangements whereby the Chief of the General Services Section supervises the supply activities of the mission, including requisitioning of

goods and services, and is responsible for receipt and inspection, and property write-off and disposal, could potentially give rise to a conflict of interest. Accordingly, the establishment of a supply section will also enhance accountability for the asset management functions in the mission and ensure the appropriate segregation of duties.

34. The supply section will be headed by a Chief Supply Officer (Field Service (Principal level)) who will have overall responsibility for the management of the section, supervision, distribution and monitoring of fuel and rations, including management of contracts, requisitioning of fuel, rations and equipment, and monitoring of related purchase orders. He or she will also have responsibilities for electronic assets accounting systems, FuelLog and other monitoring systems to ensure that vehicle and generator fuel consumption is in line with usage reports, and will report on any anomalies or inconsistencies in fuel consumption to the Chief of Integrated Support Services, ensure maximum fuel efficiency in respect of generators, undertake a weekly reconciliation of fuel receipts and invoices together with supporting documentation and electronic data from contractors, ensure that the invoices are correct and in accordance with the contractual terms, and complete the receiving and inspection process prior to the submission of invoices for payment. In addition, the Chief Supply Officer will organize weekly meetings/briefings with battalion food officers, compile demands/requisitions and provide overall guidance in the operation of mess halls.

35. The supply section will comprise nine civilian personnel, including the Chief Supply Officer (two Field Service and seven national General Service staff). The General Supply Supervisor (Field Service), who reports to the Chief Supply Officer, will be responsible for the issuance of supply items, ensure stock replenishment, allocate stock items to the field, conduct receiving and inspection activities on supply-related purchases, perform inventory control, report and invoice processing activities on supply-related assets and expendables, and supervise the process for monitoring consumption, inventory control, stock-checking and write-off to ensure the safeguarding, availability and accountability for supply materials and assets.

36. The section would also include three Warehouse Assistants (national General Service staff) who will work in the centralized supply warehouse in Camp Faouar and carry out labour-intensive tasks, including packing/stacking of shelves, assisting with packing supplies in vehicles and cleaning of warehouses; one Photocopy Technician (national General Service staff) who will provide first-line maintenance to photocopy machines at UNDOF headquarters and positions in the area of mission operations; one Forklift Operator (national General Service staff) whose primary task will be to operate the forklift to load and offload heavy equipment or materials in the warehouse; one Inventory Assistant (national General Service staff) who will maintain the Galileo database of supply-related assets and expendables, raise requisitions in the Mercury system, record receipt of supply items electronically in the Mercury system, codify and add to supply inventory and maintain hard copies of vouchers; and one Fuel Assistant (national General Service staff) who will ensure proper monitoring and verification of fuel stock holdings through the FuelLog system, including maintaining magnetic rings and readers, review stock holdings and project fuel requirements at various locations where fuel has been distributed. The supply section will be supported by 22 military logisticians.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	*Expenditures (2007/08)*	*Apportionment (2008/09)*	*Cost estimates (2009/10)*	*Variance*	
				Amount	*Percentage*
	(1)	*(2)*	*(3)*	*(4)=(3)-(2)*	*(5)=(4)÷(2)*
Military and police personnel					
Military observers	—	—	—	—	—
Military contingents	20 616.4	21 279.5	21 489.0	209.5	1.0
United Nations police	—	—	—	—	—
Formed police units	—	—	—	—	—
Subtotal	**20 616.4**	**21 279.5**	**21 489.0**	**209.5**	**1.0**
Civilian personnel					
International staff	5 587.8	6 350.5	6 857.1	506.6	8.0
National staff	2 768.0	2 943.5	3 400.7	457.2	15.5
United Nations Volunteers	—	—	—	—	—
General temporary assistance	172.4	40.0	40.0	—	—
Subtotal	**8 528.2**	**9 334.0**	**10 297.8**	**963.8**	**10.3**
Operational costs					
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	3.1	14.0	14.0	—	—
Official travel	244.3	368.2	390.2	22.0	6.0
Facilities and infrastructure	5 472.0	6 961.8	5 644.2	(1 317.6)	(18.9)
Ground transportation	4 087.4	4 360.8	3 837.2	(523.6)	(12.0)
Air transportation	—	—	—	—	—
Naval transportation	—	—	—	—	—
Communications	1 334.5	1 451.8	1 518.5	66.7	4.6
Information technology	744.0	761.9	808.5	46.6	6.1
Medical	349.4	403.2	424.6	21.4	5.3
Special equipment	134.6	280.3	336.5	56.2	20.0
Other supplies, services and equipment	665.8	510.5	609.1	98.6	19.3
Quick-impact projects	—	—	—	—	—
Subtotal	**13 035.1**	**15 112.5**	**13 582.8**	**(1 529.7)**	**(10.1)**
Gross requirements	**42 179.7**	**45 726.0**	**45 369.6**	**(356.4)**	**(0.8)**
Staff assessment income	1 189.6	1 247.7	1 348.8	101.1	8.1
Net requirements	**40 990.1**	**44 478.3**	**44 020.8**	**(457.5)**	**(1.0)**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**42 179.7**	**45 726.0**	**45 369.6**	**(356.4)**	**(0.8)**

B. Efficiency gains

37. The cost estimates for the period from 1 July 2009 to 30 June 2010 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Ground transportation	170.1	Centralization of workshops in Camp Faouar through the closure of a workshop in the representational office in Damascus combined with increased reliance on local service contracts, resulting in the reduction in requirements with respect to vehicle repairs and maintenance
Ground transportation	121.0	Implementation of regular speed checks and driving awareness programmes to reduce accidents and related consumption of vehicle replacement parts, combined with enhanced management of spare parts by reducing stock holdings and increased reliance on local contracts to supply spare parts, thereby resulting in reduced spare parts requirements
Facilities and information/ground transportation	259.1	Establishment of a dedicated fuel management unit in the proposed supply section which would ensure effective and efficient control over receipt and distribution of fuel to the camps and positions, and refuelling of vehicles, and would ensure the use of appropriate size generators to reduce fuel consumption. The unit would also report on any abnormalities in the distribution and consumption of fuel, and improve services, as a result of which a 6 per cent reduction in fuel consumption is expected to be achieved during the 2009/10 budget period
Total	**550.2**	

C. Vacancy factors

38. The cost estimates for the period from 1 July 2009 to 30 June 2010 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2007/08*	*Budgeted 2008/09*	*Projected 2009/10*
Military and police personnel			
Military contingents	(0.4)[a]	—	—
Civilian personnel			
International staff	11.2	7.0	10.0
National staff	3.2	2.0	3.0

[a] Attributable to the overlap of personnel on rotation.

39. The projected higher international and national staff vacancy rates applied with respect to the 2009/10 financial period are attributable to actual international and national staff incumbencies for the 2007/08 period as well as actual deployment patterns for the period.

D. Contingent-owned equipment: major equipment and self-sustainment

40. Requirements for the period from 1 July 2009 to 30 June 2010 are based on standard reimbursement rates for major equipment (wet lease) and self-sustainment in the total amount of $776,400, as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	352.3
Self-sustainment	
Facilities and infrastructure	273.6
Medical	146.1
Special equipment	4.4
Subtotal	**424.1**
Total	**776.4**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	—	19 May 2003	19 January 2006
Intensified operational condition factor	—	19 May 2003	19 January 2006
Hostile action/forced abandonment factor	—	19 May 2003	19 January 2006
B. Applicable to home country			
Incremental transportation factor	0.25-1.5		

E. Training

41. The estimated resource requirements for training for the period from 1 July 2009 to 30 June 2010 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	14.0
Official travel	
Official travel, training	232.2
Other supplies, services and equipment	
Training fees, supplies and services	73.7
Total	**319.9**

42. The number of participants planned for the period from 1 July 2009 to 30 June 2010, compared to previous periods, is as follows:

	International staff			*National staff*			*Military and police personnel*		
	Actual 2007/08	*Planned 2008/09*	*Proposed 2009/10*	*Actual 2007/08*	*Planned 2008/09*	*Proposed 2009/10*	*Actual 2007/08*	*Planned 2008/09*	*Proposed 2009/10*
Internal	37	69	165	27	119	302	14	1 047	1 047
External[a]	28	18	44	18	10	17	2	1	5
Total	**65**	**87**	**209**	**45**	**129**	**319**	**16**	**1 048**	**1 052**

[a] Includes United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

43. The training programme developed for the mission for the 2009/10 period is aimed at enhancing and upgrading the leadership, management and organizational development skills as well as the substantive and technical skills of mission personnel through 84 courses, with a total of 1,580 participants. The primary focus of the mission's training programme is to strengthen the substantive and technical capacity of mission staff in the fields of the geographic information system, information technology, communications, personnel, finance, transport, supply, engineering, management, enterprise resource planning, Senior Mission Administration and Resource Training (SMART), standards of conduct and discipline, HIV/AIDS awareness, security, work planning, budget and finance, and best practices.

F. Mine detection and mine-clearing services

44. The estimated resource requirements for mine detection and mine-clearing services for the period 1 July 2009 to 30 June 2010 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Special equipment	
Mine detection and mine-clearing equipment	28.5
Other supplies, services and equipment	
Mine detection and mine-clearing supplies	3.5

45. Estimated requirements reflect the acquisition and replacement of mine detection and mine-clearing equipment as well as mine-clearing supplies.

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate
- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
Military contingents	$209.5	1.0%

- **External: increased average cost of rotation travel**

46. The variance is attributable mainly to the increased requirements for the rotation of military contingents owing to the increased cost of chartered air services on the market. The overall increase in resource requirements was offset in part by reduced cost in respect of mission subsistence allowance payments owing to the reduction in the number of staff officers entitled to such payments from 48 in the 2008/09 financial period to 41 proposed for 2009/10, combined with the downward adjustment of the after-30-days mission subsistence allowance from $99 in 2008/09 to $85 in 2009/10 owing to a 25 per cent reduction in the accommodation portion of mission subsistence allowance, since accommodation of staff officers is shared and deemed to be substandard.

	Variance	
International staff	$506.6	8.0%

- **Management: increased inputs and outputs**

47. The variance primarily reflects the proposed increase in the civilian staffing establishment by three international staff (1 P-4 and 2 Field Service) combined with increased international staff costs, based on the higher mission-specific salaries and common staff costs derived from the actual average expenditure by grade over the previous financial period. Common staff costs have been estimated at 67 per cent of net salaries for international staff. The estimates reflect the application of a 50 per cent delayed recruitment factor for the proposed additional staff, with an overall delayed recruitment factor of 10 per cent.

	Variance	
National staff	$457.2	15.5%

- **Cost parameters: increased national salary scale**

48. The variance is due mainly to an 8.7 per cent increase in net salaries based on the revised national staff salary scale effective 1 August 2008 and a 3.3 per cent appreciation of the Syrian pound vis-à-vis the United States dollar when compared to the exchange rate utilized in 2008/09. National staff costs are based on G-5, step VII, of the national staff salary scale based on the experience of the mission, compared to the G-5, step VI, level which formed the basis of national staff costs computation in 2008/09. A 3 per cent vacancy factor has been applied in respect of national staff costs.

	Variance	
Official travel	$22.0	6.0%

- **Management: additional inputs and outputs**

49. The variance relates mainly to the increased costs with respect to training-related travel, which pertain to Senior Mission Administration and Resource

Training (SMART) at the United Nations Logistics Base as well as a security information management course organized by the Department of Safety and Security.

	Variance	
Facilities and infrastructure	($1 317.6)	(18.9%)

- **Management: reduced inputs and outputs**

50. The variance is attributable primarily to reduced requirements for construction services owing to provisions made in the 2008/09 financial period for the security enhancement construction projects, which are expected to be completed during that period, combined with a projected decrease in the price of diesel fuel per litre ranging across mission locations from 11.7 to 13.3 per cent and the projected reduced consumption of fuel.

	Variance	
Ground transportation	($523.6)	(12.0%)

- **Management: reduced inputs and outputs**

51. The variance relates mainly to reduced requirements with respect to (a) repairs and maintenance of vehicles owing to the centralization of vehicle workshops in Camp Faouar and the closure of a workshop in the representational office in Damascus together with increased reliance on open-ended local service contracts, (b) spare parts owing to the implementation of open-ended contracts with local vendors for the supply of such parts and (c) an 11.7 per cent decrease in the price per litre of diesel fuel combined with the projected reduced consumption of fuel.

	Variance	
Information technology	$46.6	6.1%

- **Management: increased inputs and outputs**

52. The variance primarily reflects the cost associated with the planned upgrading of network cabling infrastructure at Camp Faouar and Camp Ziouani as well as in the representational office in Damascus.

	Variance	
Medical	$21.4	5.3%

- **Cost parameters: change in rates of reimbursement for contingent-owned equipment**

53. The main factor contributing to the variance of $21,400 under this heading is the increase in the rates of reimbursement of troop-contributing Governments for self-sustainment costs.

	Variance	
Special equipment	$56.2	20.0%

- **Management: increased inputs and outputs**

54. The variance relates mainly to the planned acquisition of two additional night observation devices with thermal imagery required for night-time patrol operations of the Force.

	Variance	
Other supplies, services and equipment	$98.6	19.3%

- **Management: increased inputs and outputs**

55. The variance primarily reflects (a) requirements for the replacement of worn out uniforms and overalls used by vehicle mechanics and maintenance personnel, (b) training fees and supplies in connection with communications and information technology, and geographic information system training, and (c) increased customs clearance and freight charges by local clearing agents.

IV. Actions to be taken by the General Assembly

56. **The actions to be taken by the General Assembly in connection with the financing of the Force are:**

(a) **Appropriation of the amount of $45,369,600 for the maintenance of the Force for the 12-month period from 1 July 2009 to 30 June 2010;**

(b) **Assessment of the amount in subparagraph (a) above at a monthly rate of $3,780,800 should the Security Council decide to continue the mandate of the Force.**

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolution 61/276 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly, and of the United Nations Board of Auditors and the Office of Internal Oversight Services

A. General Assembly

(Resolution 61/276)

Decision/request	*Action taken to implement decision/request*
Section II: budgeting and budget presentation	
When submitting future budget proposals and performance reports, include information on the most significant management decisions relating to the mission's budget and its implementation, including those related to operational costs (para. 2).	Implemented. The present report reflects resource requirements stemming from the increased mobile and static observation by the Force in the 2009/10 financial period through increased monitoring activities and expanded night operations. In this connection, a new platoon position will be established during the budget period. In response to the developments on the ground, the budget includes a proposal to establish a civil affairs capacity in the mission (two civilian staff posts), as justified in paragraphs 20 to 24 above. The proposed budget also reflects the outcome of the review by the mission of general services and supply functions resulting from the proposed establishment of a supply section through the redeployment of posts from the General Services Section in order to enhance the supply function of the mission and to ensure accountability and the segregation of duties.
Intensify efforts to improve the quality and timely issuance of peacekeeping documents (para. 3).	Implemented.
Budget submissions should reflect management improvements and efficiency gains to be achieved and present future strategies in that regard (para. 4).	Implemented (see para. 37 above).

Take further steps towards improving budget assumptions and forecasts and report thereon to the General Assembly at the second part of its resumed sixty-second session (para. 5).	The mission's resource planning assumptions with respect to the 2009/10 budget are based on a thorough review of past expenditure patterns, including the application of vacancy factors which reflect actual vacancy rates for the previous and current periods and the application of the most up-to-date fuel prices.
Improve control over obligations owing to the significant increase in the cancellation of prior-period obligations (para. 6).	The review of the obligations is undertaken on a monthly basis. In addition, prior to the closure of the 2007/08 accounts of the mission, the Finance Section carried out a thorough exercise in order to ensure that unliquidated obligations being maintained were absolutely necessary.
Section III: results-based budgeting	
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 2).	The mission's results-based-budgeting framework is closely linked to the mandate of the mission; planning assumptions and additional resource requirements are directly linked to the outputs and indicators of achievement.
Section VII: staffing, recruitment and vacancy rates	
Make greater use of national staff, as appropriate, commensurate with the requirements of the mission and its mandate (para. 3).	While the proposed budget does not include requests for the establishment of additional national staff posts, the mission has included resource provisions in the budget for the further enhancement of knowledge and skills of national staff through training programmes.
Ensure that vacant posts are filled expeditiously (para. 4).	The mission continues to make every effort to fill all vacant posts. It has also undertaken the following steps in order to expedite the recruitment process: • Submission by the Human Resources Section to section chiefs of an initial list of technically cleared candidates, with a deadline to provide the recommendation for short-listed candidates • Strict adherence to the established selection interview requirements • Prompt communication to Headquarters of the mission's selection decisions following the interview process and on departure of the incumbent of the post upon acceptance by candidates of an offer of appointment, with all the necessary supporting documents • Establishment of liaison with the releasing missions to ensure that staff transfer can be completed within the 30-day period from the date of acceptance of the offer

	• Improved communication with the Field Personnel Division in the Department of Field Support, with a request for a recruitment assistance visit to UNDOF
Review the staffing structure of missions on an ongoing basis, bearing in mind, in particular, the mission's mandate and concept of operations, and reflect this in budget proposals, including full justification of any additional posts proposed (para. 5).	Implemented. Additional staffing proposals have been fully justified in the proposed budget, including the proposed establishment of a civil affairs capacity in the Office of the Force Commander. The mission has also carried out a review of the general services and supply functions in the Mission Support Division, resulting in a proposal to establish a supply section through the redeployment of posts from the General Services Section in order to enhance the supply function of the mission, improve the delivery of services and ensure accountability and the segregation of duties.
Section IX: training	
Provide professional development opportunities for national staff and fully include national staff in all relevant training programmes (para. 2).	Implemented. Around 60 per cent of civilian staff participants in the mission's 2009/10 training programme are national staff.
Section XIII: air operations	
Improve the formulation of resource requirements for air operations in budget submissions to make them more reflective of actual operations, bearing in mind the overbudgeting of air transportation requirements in some peacekeeping operations (para. 3).	The proposed budget includes provisions for air transportation requirements for the rotation of military contingents by commercial means, which are driven by increases in the cost of such services on the market.
When reviewing their transportation requirements, missions must take into account means that are efficient, cost-effective and responsive to their operational needs, and that ensure the safety of their personnel and take fully into account the unique mandate, complexities, specificities and operational conditions of each mission (para. 4).	See above.
Section XX: regional coordination	
Develop and implement regional coordination plans aligned to the objectives of missions, keeping in mind the specific mandate of each mission (para. 2).	UNDOF, UNTSO and UNIFIL share, on a regular basis, daily and weekly situation reports, and periodic analytical assessments of issues which affect the regional missions. UNDOF plans to hold periodic joint meetings with UNTSO, UNIFIL and UNFICYP to review coordination and assess developing issues that have an impact on the regional operations.

	UNDOF works with ICRC to facilitate the transfer of civilians, when necessary, and participates in the United Nations country team in the Syrian Arab Republic. With the establishment of a civil affairs capacity in the Office of the Force Commander, coordination efforts with UNDP and UNICEF in providing mine awareness programmes to the local population settled within the area of separation would be enhanced. UNDOF also shares security information within the region with United Nations agencies.
Section XXI: partnerships, country team coordination and integrated missions	
Provide, in the context of the budget submissions of complex integrated peacekeeping missions, a clear description of the role and responsibility of missions vis-à-vis integrated mission partners as well as the strategies of the missions for enhancing coordination and collaboration with United Nations country teams in order to achieve better results under relevant components (para. 2).	Not applicable.

B. Advisory Committee on Administrative and Budgetary Questions

(A/62/781/Add.7)

Request/recommendation	*Action taken to implement request/recommendation*
The Committee requests that UNDOF report on the progress made with respect to the storage and management of rations in its next budget proposal (para. 32).	The new warehouse in Camp Faouar is fully operational. The rations containers are shipped to the seaport in Latakia, Syrian Arab Republic, delivered to Camp Faouar, inspected and received by the mission, and stored in the new warehouse. Subsequently, the 30 per cent of rations destined for the Alpha Line positions are moved to the Camp Ziouani regional warehouse. In addition, two new refrigerated containers were procured and installed to replace aged units at Camp Ziouani and Camp Faouar.
The Committee notes the progress achieved and encourages the mission to pursue its efforts to reduce the number of accidents (para. 33).	Nine major accidents were reported in the 2007/08 financial period, down from 13 in 2006/07 owing to traffic awareness campaigns and the strict monitoring and enforcement of traffic rules, including speed limitations, by the military police. During 2009/10, the mission plans to achieve a further reduction to six major accidents.

C. Board of Auditors

(A/62/5 (Vol. II))

Request/recommendation	*Action taken to implement request/recommendation*
The Board noted that guidelines and procedures outlined under various sections of the Field Finance Procedure Guidelines on the handling of cash had not been adhered to. Three of the four petty cash custodians in the General Services Section did not maintain petty cash books (para. 88).	The mission management has implemented the recommendation that the petty cash custodians should maintain petty cash books. The Finance Section conducted a training session in November 2007 for all petty cash custodians on the management of petty cash funds. All petty cash custodians maintain petty cash books in full compliance with the Field Finance Procedure Guidelines.
UNDOF did not periodically carry out operational readiness inspections. The Board recommends that the Department of Field Support ensure that UNOMIG, UNDOF and UNMIS: (a) conduct quarterly inspections of contingent-owned equipment in a timely manner so as to facilitate reimbursements to troop-contributing countries; and (b) require that all inspection reports at all times be signed by the duly designated contingent representatives (paras. 155 and 157).	All contingent-owned equipment verification reports with respect to major equipment and self-sustainment are sent to the Memorandum of Understanding and Claims Management Section of the Department of Field Support on a monthly basis. Operational readiness inspection was completed in May 2008. The mission's Contingent-owned Equipment Unit plans to conduct such inspections every six months in accordance with the Contingent-owned Equipment Manual. In addition, all inspection reports are duly signed by the respective contingent commanders and logistics staff officer prior to submission to Headquarters.
The Board recommends that the Administration ensure that UNDOF: (a) strictly comply with the requirement to report, within the specified period, discrepancies in the receipt of rations; and (b) improve the conditions in which rations are stored (para. 240).	Enhanced stock management procedures are in place and are monitored regularly by a team headed by the logistics staff officer to ensure continued compliance. A new warehouse in Camp Faouar is fully operational to further enhance the efficient storage and management of rations. In Camp Ziouani the rations stores were cleared and reorganized in October 2007.
At UNDOF, the reported accomplishments of the heavy equipment contractor had not been verified against the quantum of work executed on the ground. A recommendation for the recovery of $143,629 was being reviewed by the Office of Human Resources Management (para. 350 (f)).	The concerned staff member was notified that the Organization intended to recover the financial loss in the amount of $143,629 caused as a result of his alleged gross negligence. Upon completion, in consultation with the Office of Internal Oversight Services, of the review of the case, financial recovery was not pursued, as the exact amount of the loss to the United Nations caused as a result of the staff member's alleged gross negligence could not be determined. The case was referred to the Joint Disciplinary Committee for advice as to what disciplinary measures, if any, would be appropriate.

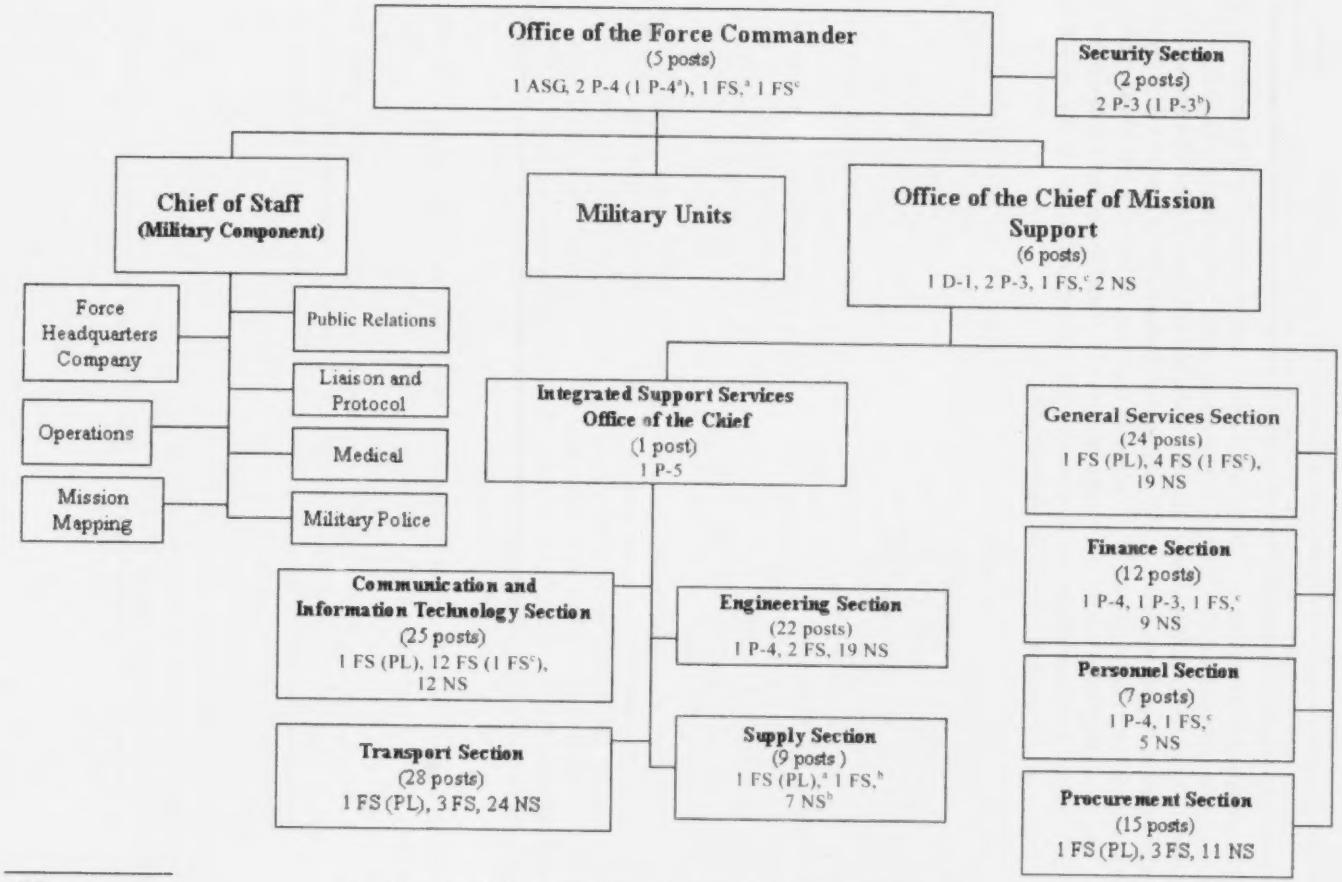
D. Office of Internal Oversight Services

(A/62/281 (Part II))

Request/recommendation	*Action taken to implement request/recommendation*
In UNDOF, the Office of Internal Oversight Services (OIOS) investigated allegations of irregularities and corruption. OIOS found serious mismanagement resulting in misconduct and corruption by certain UNDOF staff and UNDOF engineering contractors, including payment of kickbacks to UNDOF civilian staff in exchange for the awarding of engineering contracts. Furthermore, OIOS found serious mismanagement, causing a loss to the Organization estimated at $463,000 (extrapolated at 40 per cent of the total contract volume). OIOS submitted recommendations for appropriate action concerning five civilian staff members and three contractors, and recommended recovery action against one staff member in the amount of $143,629. The Department of Field Support has sought assistance from the Office of Human Resources Management relating to matters requiring disciplinary actions against the implicated staff. The Department of Field Support has also sought advice as to the national authorities undertaking a judicial review of activities engaged in by several local vendors as identified in the report (para. 48).	In accordance with the established procedures, all five staff members were charged with misconduct. Four staff members waived referral of their cases to a Joint Disciplinary Committee and agreed to the imposition of a censure in their cases. The case of the other staff member was referred to a Joint Disciplinary Committee for advice as to what disciplinary measures, if any, would be appropriate.

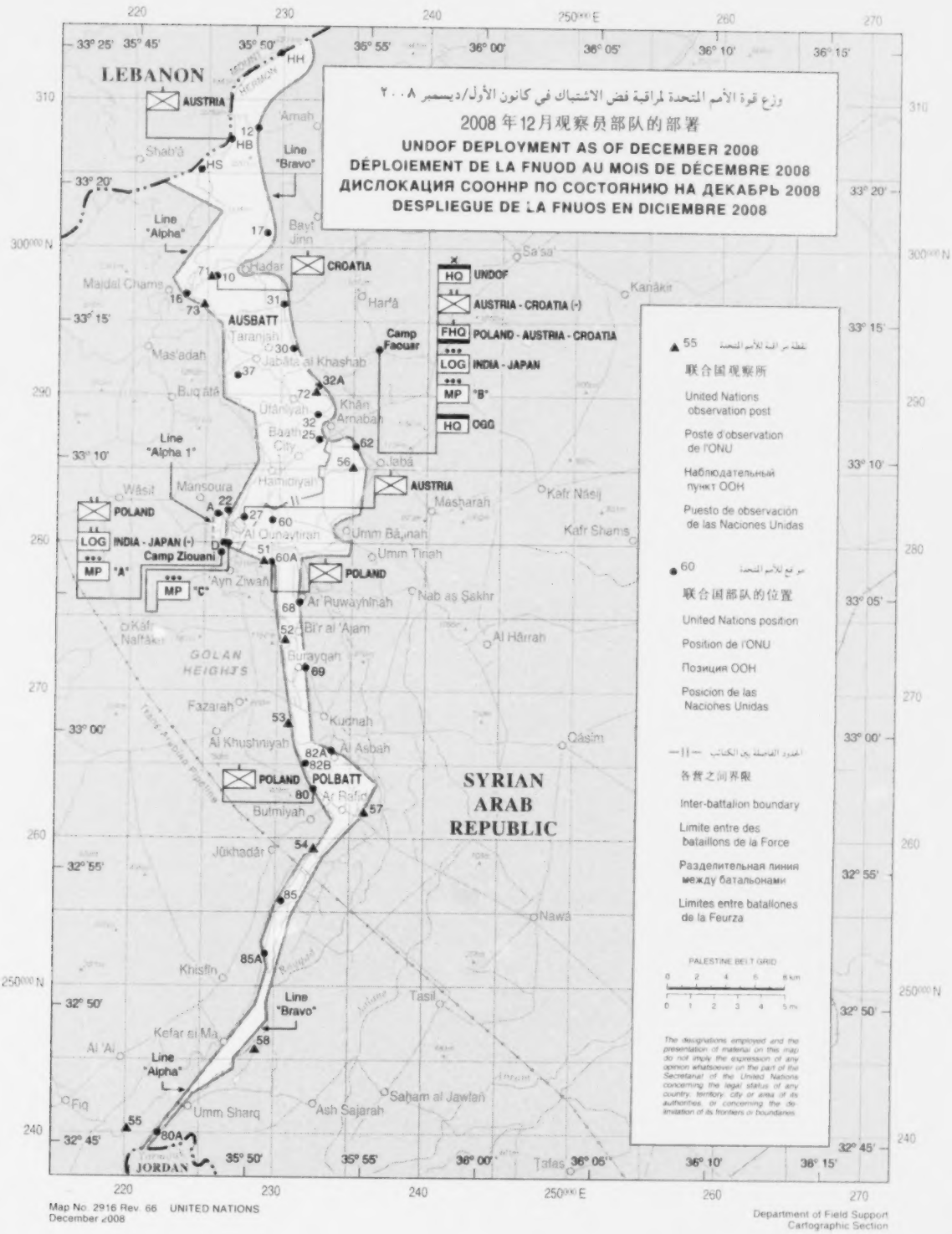
Annex

Organization chart



[a] New post.
[b] Redeployed.
[c] Reflects the conversion of approved General Service posts.

Abbreviation: ASG, Assistant Secretary-General; FS (PL), Field Service (Principal level); FS, Field Service; GS (PL), GS (OL), General Service (Other level); NS, National staff.


وزع قوة الأمم المتحدة لمراقبة فض الاشتباك في كانون الأول/ديسمبر ٢٠٠٨
2008 年12月观察员部队的部署
UNDOF DEPLOYMENT AS OF DECEMBER 2008
DÉPLOIEMENT DE LA FNUOD AU MOIS DE DÉCEMBRE 2008
ДИСЛОКАЦИЯ СООННР ПО СОСТОЯНИЮ НА ДЕКАБРЬ 2008
DESPLIEGUE DE LA FNUOS EN DICIEMBRE 2008
LEBANON
SYRIAN ARAB REPUBLIC
JORDAN
ISRAEL
GOLAN HEIGHTS
HQ UNDOF
AUSTRIA - CROATIA (-)
FHQ POLAND - AUSTRIA - CROATIA
LOG INDIA - JAPAN
MP "B"
HQ OGG
AUSTRIA
CROATIA
POLAND
POLBATT
AUSBATT
INDIA - JAPAN (-)
Camp Ziouani
Camp Faouar
MP "A"
MP "C"
Line "Alpha"
Line "Alpha 1"
Line "Bravo"
United Nations observation post
Poste d'observation de l'ONU
Наблюдательный пункт ООН
Puesto de observación de las Naciones Unidas
United Nations position
Position de l'ONU
Позиция ООН
Posición de las Naciones Unidas
Inter-battalion boundary
Limite entre des bataillons de la Force
Разделительная линия между батальонами
Limites entre batallones de la Feurza
联合国观察所
联合国部队的位置
各营之间界限
PALESTINE BELT GRID
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Map No. 2916 Rev. 66 UNITED NATIONS
December 2008
Department of Field Support
Cartographic Section